



Questions?
Contact
hr@iscreson.com

EMPLOYEE BENEFITS

All full-time employees (30 hours/75% FTE and higher) are eligible for benefits. Part-time employees may be eligible for certain benefits marked with an asterisk(*). Participation in the school’s benefit plans vary by benefit. See each benefit for more information.

INSURANCE COSTS (\$) PER PAY PERIOD (2X/MONTH)

PLAN NAME	CONTRIBUTION BY	EMPLOYEE ONLY	EMPLOYEE & SPOUSE/PARTNER	EMPLOYEE & CHILDREN ONLY	EMPLOYEE & FAMILY (SPOUSE/PARTNER + CHILDREN)
CIGNA CHOICE 1500 MEDICAL PLAN	ISCRESON	257.86	370.22	364.87	460.12
	EMPLOYEE	45.67	252.05	242.24	417.19
CIGNA BASE 4500 MEDICAL PLAN	ISCRESON	252.09	358.41	353.34	443.44
	EMPLOYEE	35.07	230.35	221.05	386.55
CIGNA DENTAL DHMO PLAN	ISCRESON	1.81	3.11	3.89	5.56
	EMPLOYEE	4.21	7.26	9.08	12.97
CIGNA DENTAL PPO PLAN	ISCRESON	5.97	11.78	15.41	23.56
	EMPLOYEE	13.93	27.49	35.97	54.98
VISION PLAN	EMPLOYEE	3.61	7.23	7.31	11.66

Insurance coverage, including dental and vision options, is provided by Cigna. Policy costs are above; full details are available upon request.

- o Vision insurance is paid 100% by the employee.
- o Employee may elect coverage for their spouse, domestic partner and/or dependents.

Start Date: Employees are eligible to participate in all plans starting the first day of the month following employment.

Example: If your start date is August 15, your insurance start date is September 1.

EMPLOYEE BENEFITS CONT'D

SUPPLEMENTAL INSURANCE

- Employees are eligible to participate in accident and critical illness supplemental insurance at their own expense, sponsored by Colonial. Prices vary.

SHORT AND LONG-TERM DISABILITY AND LIFE INSURANCE

- ISCreson provides short and long term disability, and a \$25K Life Insurance plan for eligible employees. The school pays 100% of these premiums. Employees are
- enrolled in the program automatically upon their start at the school.

TUITION REMISSION

- Full-time employees are eligible for 50% tuition remission per child during employment, and may apply for up to 25% more in Financial Assistance.
- Employees are immediately eligible for tuition remission.

EARNING ADDITIONAL INCOME*

- **Internal subbing:** If you sub for a fellow teacher during a planning period, payment is \$19.50/hr.
- **After-School Clubs:** Pay from \$25/hr as an assistant to \$50/hr for a lead.
- **Overnight stipends:** \$75/night for attending school-sponsored student trips.
- **Athletics Coaching:** \$2,400 for a head coach and \$1,120 for an assistant coach per season.
- **Stipend positions:** Grade level and/or subject level leads, among others. Salaries vary.
- **Summer/Break Camps:** \$18.50 or \$20.50/hour

ADDITIONAL BENEFITS AND DISCOUNTS FOR STAFF*

- Free before/after care for children enrolled at ISCreson
- Discounted co-curricular clubs
- Discounted summer camps
- Free daily lunch
- Full coverage of Colorado Paid Family and Medical Leave Insurance payroll tax (FAMLI tax): tax can be split by employer; ISCreson covers it at 100%

401(K)*

- Employees may be eligible to contribute in the ISCreson sponsored 401K retirement plan.
- The school, on a yearly basis, may contribute to the employees retirement, regardless of their plan participation.

COMMUNITY & CULTURE*

- Monthly staff events (happy hours, snack wagons, yoga classes and more!)
- Community events and sports
- Annual Staff Appreciation fund during holidays
- Ample professional development opportunities
- International and multilingual community

FLEXIBLE TIME OFF (FTO)

- FTO encompasses most time off such as sick, personal, and vacation.
 - Faculty are awarded 6 FTO days a year at the start of the year. This is prorated for staff that are part-time and/or start during the year.
 - Administrative staff accrual starts at 20 FTO days a year. FTO accrual for Admin staff begins upon an employee's start date.

ADDITIONAL LEAVES*

- **Parental leave:** Employees may be eligible for up to 15 days of paid time off in addition to their FTO, for adoption or birth of a child.
 - Employees must be employed four (4) consecutive months, not including summer break, to be eligible.
- **Bereavement leave:** When a death occurs in an employee's immediate family, all part time and full-time employees may take up to five days off with pay to attend the funeral or make funeral arrangements (pay for time off prorated for a part-time employee)
- **Colorado Accrued Sick Leave Policy:** Hourly employees who work less than 75% FTE receive one hour of sick leave for every 30 hours worked, to a maximum of 48 hours.

RELOCATION ALLOWANCE

- Employees moving to Creson for employment at ISCreson may be eligible for a relocation allowance.
 - **Domestic:** Up to \$500 reimbursement for relocations of at least 30 miles; \$1,000 towards initial housing cost in the Colorado Springs' metropolitan area and relocation expenses
 - **International:** \$750-\$1,500 for ticket to U.S.; \$1,500-\$3,000 towards initial housing cost in the Colorado Springs' metropolitan area and relocation expenses (*depending on visa type/repatriation*)
- Employees leaving ISCreson after employment on an ISCreson sponsored visa may be eligible for an allowance to return to their home country for up to \$1,000.